What is your role in supporting gender equity at Lehigh University?

"Appointment  Curriculum Scholarship  Leadership  Tenure and Promotion  Classroom Pedagogy  Student Outcomes  Community

Each of these is enhanced by attention to diversity & inclusion at the group, department level, college, and institution levels.

Stay Engaged.

The ADVANCE Center for Women Faculty in STEM is part of the Office of the Provost.
Based in research, education, and evaluation about gender equity in STEM, the resources are applicable across disciplines.

Accomplishments (ADVANCE Began 2010):

- 52.5% Increase in Number of STEM Women TT Faculty (2010-2016)
- Formed LU-WISE Community
- Clarity of Tenure & Promotion Criteria Improving
- Improved Mentoring Programs & Perceptions
- Increased Knowledge of Gender Equity Issues & Solutions
- Men Advocates Issued Statement on Gender and Teaching Evaluation
- Awarded Supplement to Enhance Dual Career Processes & Tracking; Created LINC
- Awarded NSF MAPWISELY Grant to Adapt & Expand Mid-Career Mentoring
- Results & Lessons Learned Recognized Nationally & Abroad

Resources for Faculty

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ADVANCE Center Initiatives and Reach:

**LU-WISE & Grants**
- Mentor Across Career (INC, MAPWISELY)
- Best Practices Promotion & Tenure
- Equitable Awards & Recognition
- Service and Faculty Workloads
- Recognize & Encourage Diverse Leadership
- Teaching Evaluations: Best Practices
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- Teaching Evaluations: Best Practices

**Mentoring**
- Undergraduate & Graduate Development
- Inclusive Pedagogy, Classroom Dynamics
- Programs for Women & Students of Color

**Department Climate**
- Foster Inclusive Climate
- Counter Unconscious Bias
- Best Practices for Meetings
- Mentoring Across Difference
- How to Give Feedback
- Family-Friendly Policies for Faculty
- Allies, Advocates, Liaisons for Equity
- Resource Allocation & Assessment

**Post-Doctoral Support**
- Recruit Excellent, Diverse Faculty
- Understand the Pipeline
- Dual-Career Hiring
- Job Advertisement Strategies
- Campus Interview Guidance
- Tools to Evaluate Candidates Equitably
- Welcome New Faculty
- Letters of Recommendation

**Male Allies & Advocates**
- Male Faculty
- Underrepresented Faculty
- Trainees

**Implicit Bias & Best Practice Training**
- Committees
- STEM Department Chairs Program Directors
- Senior Leadership
- External Partnerships

**Professional Development**
- Evaluation

**ADVANCE Provides:**
- Community Across Departments
- Current Research about STEM Diversity, Equity, & Inclusion
- Workshops, Tailored to Your Needs
- Webinars
- Consultations
- Planning, Assessment & Evaluation
- Expert Guest Speakers
- Professional Organization Access: AWIS, WEPAN, AIM Network
- Cross-Campus Collaborations
- Funding Opportunities
- Recognition of Success
- Institutional Support

**ADVANCE Supports:**

**Retain & Promote Faculty Equitably**
- Mentor Across Career (INC, MAPWISELY)
- Best Practices Promotion & Tenure
- Equitable Awards & Recognition
- Service and Faculty Workloads
- Recognize & Encourage Diverse Leadership
- Teaching Evaluations: Best Practices

**Encourage New Scholarship**
- Funding for Departments
- Interdisciplinary Collaboration Practices
- Faculty Development Grants

**Support Student & Post-Doc Success**
- Undergraduate & Graduate Development
- Inclusive Pedagogy, Classroom Dynamics
- Programs for Women & Students of Color